



State of Connecticut Department of Developmental Services

DDS

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Customized Employment Candidate Overview

Customized Employment is competitive, integrated employment for an individual with a significant disability (job seeker) that is based on an individualized determination of the unique strengths, needs and interests of the job seeker and is designed to meet the specific business needs of the employer. It is carried out through flexible strategies which help identify interests, skills and conditions of employment that direct the job seeker and Employment Specialist towards a career or job path that works for the job seeker and the employer.

Who is a good candidate for CE?

- CE is a good strategy for those who need more intensive support than typical individualized or group models and who may need to utilize more intensive discovery strategies for career and job direction.
- CE is effective for individuals with complexities that make it difficult to utilize traditional job search strategies.

If an individual meets the above requirements, case managers should consider whether they fit into at least one of the criteria listed below before initiating the CE Referral Process:

1. Previously tried DDS employment support options such as Employment Transition Services (ETS) or Group Supported Employment (GSE), Individualized Employment Supports; or
2. Have had one or more supported employment opportunities in the past three years where the individual lost the supported employment position, **primarily** because the individual was **unable** to meet the expectations of the employer(s) for the position being filled; or
3. Has been in supported employment job development for six months or longer, have not obtained employment and continue to desire to obtain employment; or
4. New to DDS, and the Case Manager judges the job seeker is unlikely to be successful in obtaining Competitive Integrated Employment that matches their preferences and needs through use of existing supported employment practice.

Other Important Service Considerations

The case manager may also want to explore the following with an individual before proceeding with Customized Employment services:

1. Is employment a **priority** for the individual and those who support him or her (when applicable)?
2. Does the individual understand that Discovery will create a personal profile and a plan for success in employment?
3. If actively seeking employment, is the individual willing to suspend a job search to participate in the Discovery process?
4. Will this individual be available to participate (e.g., not going on vacation, available during business hours, etc.)?
5. Will this person be undergoing major life changes soon that would impact the picture of who they are (e.g., a move, a graduation, a divorce, etc.)?
6. Are there any pending considerations that will impact the candidate's ability to be reliable or dependable throughout the process (e.g., medical, legal, vacation, etc.)?
7. Will the individual allow access to both professional and natural supports (when available)?
8. Will the individual (and supports, where applicable) allow access to the home?
9. Does the individual have a legal guardian or conservator of person that needs to be consulted as part of the process?
10. If the individual has a conservator, has there been a request to allow the individual to make his/her own decisions as it relates to vocational rehabilitation services? *
11. Does the Individual have the necessary accommodations to participate in the process; communication supports, personal care assistance, transportation, assistive technology, etc.?

If an individual meets the above requirements, the case manager can initiate the CE Referral Process with the CE Referral Consult Form.